

DIOCESE OF
ST ALBANS
MULTI-ACADEMY TRUST

Trust Policy

Code Of Conduct

Policy type	Trust wide
Review	Three yearly
Author	Trust People Manager
Approved by	Deputy CEO Operations
To be ratified by	Finance, People and Operations Committee
Date of ratification	31st January 2023
Date of next review	January 2026
This policy is a mandatory policy for all DSAMAT Academies and must be implemented without any amendments	

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Registered in England No 10449374 Registered Office:
Manshead CE Academy, Dunstable Rd, Caddington, Luton, LU1 4BB



Our mission, vision and values

The Trust has a clear **mission** at its core, ensuring that all pupils are enabled to flourish, rooted in God's Love - academically, socially, spiritually, physically and mentally. This is central to our work, and rooted in our Christian foundation (John 10 v 10). Our commitment to mutual flourishing within the school community is built upon our shared belief in Church of England principles. In our Trust, just as in the wider Church of England community, 'flourish' refers to prospering, thriving and growing – not shrinking out and dying. It means prayerfully encouraging all within our schools so that they might prove fruitful, successful and contented in the longer term. We seek to provide space generously for all to flourish in life and all of its structures. Equitable treatment for all pupils, staff and the wider community is a core part of enabling this long term, holistic flourishing.

We have a clear **vision** about creating successful schools for the benefit of their communities. We expect any school in the Trust to continuously improve, and those graded by OFSTED as RI/Serious Weaknesses/Special Measures to make rapid progress and be able to secure an OFSTED grading of at least "Good" within 3 years post-conversion. All schools provide rich and diverse curricula which evolve to meet the needs of their children and local communities, as well as delivering educational excellence to enable them to continue to flourish in later life.

The way we work and deliver against our mission is critical to our Trust. We have shared, agreed **values** of:

Hope; Nurture; Equality; Respect; Collaboration

The Trust's vision is underpinned by a Christian values framework which is adopted by all schools. It provides clear expectations for all Trust employees on how we wish our values to impact on all areas of school life. It draws on, and is informed by, the National Church of England Vision for Education and the Diocesan Board of Education Vision.

Each school within the Trust has a personalised vision for education, developed locally to reflect the individual character and needs of the school community. This vision is underpinned by the Trust's wider vision, and agreed with the Trust, but it is owned and driven by the headteacher and their LGB.

Our community

The Trust are dedicated to delivering education that serves local communities. Our schools are inclusive, welcoming those from all and no faiths, from all abilities and backgrounds. We believe in providing a high-quality education, underpinned by Christian values, which enables every child to flourish.

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Underpinning all of the Trust's work is a belief in educational excellence. The Trust serves all stakeholders by providing schools with the highest levels of academic rigour and pastoral care.

Our schools are places where children and young people develop and thrive intellectually, socially, culturally and spiritually. All of the Trust's schools teach a broad and balanced curriculum within national guidelines focusing on core skills. This is designed to ensure that all pupils reach their academic potential and seek to enrich their experience along the way. Pupils will be enabled to succeed in an atmosphere of high expectation, aspiring to educational excellence with a firm foundation of values.

This policy forms part of our Trust governance and ensures that we are held to the highest standards as we carry out our duties.

Statement of Intent

This is the Diocese of St Albans Multi-Academy Trust (DSAMAT) Code of Conduct and must be implemented and adhered to in each of the academies within the Diocese of St Albans Multi Academy Trust along with those working within the central team.

This policy will also be implemented and adhered to from the first day of any other academy joining the Trust.

For the remainder of this document, the Diocese of St Albans Multi Academy Trust will be referred to as DSAMAT.

Please read the DSAMAT Staffing Policy Statement in conjunction with this policy.

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Code of Conduct

This Code of Conduct applies to all Trust employees (school based and in the central team) and is designed to give clear guidance on the standards of behaviour all employees are expected to observe.

1. Introduction

1.1. The Code sets out the professional standards expected and the duty upon adults to abide by it. All adults have a duty to keep pupils safe, promote their welfare and to protect them from radicalisation (the Prevent Duty), abuse (sexual, physical and emotional), neglect and safeguarding concerns. This duty is, in part, exercised through the development of respectful, caring and professional relationships between adults and pupils and behaviour by adults that demonstrates integrity, maturity and good judgement. Following this Code will help to safeguard adults from being maliciously, falsely or mistakenly suspected or accused of misconduct in relation to pupils.

1.2. For the purposes of this Code, the term and references to 'adult' means the following: Local Governing Board and Trust Members / Directors, all teaching and other employees (whether or not paid or unpaid, employed or self-employed and whether or not employed directly by the Trust) external contractors providing services to pupils on behalf of the Trust, teacher trainees and other trainees/apprentices, volunteers and any other individuals who work for or provide services on behalf of or for the Trust to include but not limited to all those detailed in the single central record (as amended). For the purposes of this Code 'young person/people', 'pupils' and 'child/ren' includes all those for whom the Trust provides education or other services.

1.3. This Code takes account of the most recent versions of the following guidance (statutory and non-statutory):

- 'Keeping Children Safe in Education' Department of Education ('DfE') (statutory)
- Working Together to Safeguard Children' HM Government (statutory)
- 'Guidance for Safer Working Practice for those Working with Children and Young People in Education Settings' (non-statutory)

This Code cannot provide an exhaustive list of what is, or is not, appropriate behaviour for adults. However, it does highlight behaviour that is illegal, inappropriate or inadvisable in relation to the required professional standards. There will be occasions and circumstances in which adults have to make decisions or take action in the best interests of the pupil where no specific guidance has been given. Adults are expected to make responsible and informed judgements about their own behaviour in order to secure the best interests and welfare of the pupils

1.4. Any behaviour in breach of this Code by employees may result in action under the Trust's Disciplinary procedure. Such behaviour may constitute gross misconduct and, as such, may

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result in summary dismissal. The Trust and its schools will take a strict approach to serious breaches of this Code. Some breaches may be considered low-level concerns which may be dealt with informally or formally under the disciplinary procedure.

1.5. Child Protection and Safeguarding Policy

Adults have a duty to act in accordance with the Child Protection and Safeguarding Policy and report any safeguarding, child protection, welfare or radicalisation concerns about a pupil to the Designated Safeguarding Lead.

1.6. Whistleblowing

Adults must raise concerns they have about the safeguarding or child protection practices by following the Whistleblowing Policy. An adult who raises a matter under the whistleblowing policy or makes a public interest disclosure will have the protection of the relevant legislation.

1.7. Allegations of Abuse Against Teachers and Other Employees and Volunteers

Where it is alleged that an adult has:

- behaved in a way that has harmed a child, or may have harmed a child
- possibly committed a criminal offence against or related to a child
- behaved towards a child or children in a way that indicates they would pose a risk of harm to children
- behaved or may have behaved in a way that indicates they may not be suitable to work with children

then the Procedure for Dealing with Allegations of Abuse Against Teachers and Other Employees and Volunteers will be followed, following the guidance set out in Part Four of Keeping Children Safe in Education DfE.

1.8. Low-Level Concerns

In accordance with Part Four of Keeping Children Safe in Education, a low-level concern is defined as behaviour towards a child that does not meet the harm threshold, as outlined in 1.7 above, but is a concern that an adult, working in or on behalf of the Trust may have acted in a way that:

- is inconsistent with the staff code of conduct, including inappropriate conduct outside of work
- does not meet the threshold or is otherwise not considered serious enough to consider a referral to the LADO
- Examples of low-level concerns could include, but are not limited to:
- being over-friendly with children

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- having favourites
- taking photographs of children on their mobile phone
- engaging with a child on a one-to-one basis in a secluded area or behind a closed door

The Trust is committed to creating and embedding a culture of openness, trust and transparency in which the Trust's values and expected behaviours, as set out in this policy, are adhered to, monitored and reinforced by all employees. All adults have a duty to report low-level concerns, in addition to concerns that meet the harm threshold, to those with designated safeguarding responsibilities to ensure matters are dealt with promptly and appropriately. The Trust and Local Governing Boards will manage all such concerns in accordance with Part Four of Keeping Children Safe in Education.

In the event that an adult has found themselves in a situation which could be misinterpreted, might appear compromising to others, and/or on reflection they believe they have behaved in such a way that they consider falls below the expected professional standards, the adult should self-refer to those with designated safeguarding responsibilities. The Trust and Local Governing Boards are committed to creating an environment where employees are encouraged and feel confident to self-refer.

2. Expected Professional Standards

2.1. All adults, as appropriate to the role and/or job description of the individual, must:

- Place the well-being and learning of pupils at the centre of their professional practice
- Have high expectations for all pupils, be committed to addressing underachievement, and work to help pupils progress regardless of their background and personal circumstances
- Treat pupils fairly and with respect, take their knowledge, views, opinions and feelings seriously, and value diversity and individuality
- Model the characteristics they are trying to inspire in pupils, including enthusiasm for learning, a spirit of enquiry, honesty, tolerance, social responsibility, patience, kindness and a genuine concern for other people
- Respond sensitively to the differences in the home backgrounds and circumstances of pupils, recognising the key role that parents and carers play in pupils' education
- Seek to work in partnership with parents and carers, respecting their views and promoting understanding and cooperation to support the young person's learning and wellbeing in and out of school
- Reflect on their own practice, develop their skills, knowledge and expertise, and adapt appropriately to learn with and from colleagues
- Ensure that the same professional standards are always applied regardless of culture, disability, gender, language, racial origin, religious belief and/or sexual identity

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2.2. Teachers are required to comply with the Teachers' Standards September 1st 2012, in particular, Part 2 Personal and Professional Standards. All adults must be familiar with and act in accordance with the most recent versions of the following documents:

- Part 1 of Keeping Children Safe in Education DfE (statutory)
- Working Together to Safeguard Children HM Government (statutory)
- Prevent Duty Guidance HM Government (statutory)
- 'The Prevent Duty Departmental Advice for Schools and Childcare Providers' DfE
- 'Guidance for Safer Working Practice for those Working with Children and Young People in Education Settings' (non-statutory)

2.3. An employee who fails to bring a matter of concern to the attention of senior leaders and/or the relevant agencies is likely to be subject to disciplinary action.

3. Confidentiality

3.1. As data controllers, all Schools are subject to the General Data Protection Regulation (GDPR) and Data Protection Act 2018 ("Data Protection Legislation"). In addition, teachers owe a common law duty of care to safeguard the welfare of their pupils. This duty is acknowledged in the provisions governing disclosure of information about pupils.

3.2. Adults may have access to special category personal data about pupils and their families, which must be kept confidential at all times and only shared when legally permissible to do so and in the interests of the child. Records should only be shared with those who have a legitimate professional need to see them. In circumstances where special category personal data needs to be shared, the Data Protection Legislation contains 'safeguarding of children and individuals at risk' as a processing condition that allows practitioners to share information without consent if it is not possible to gain consent. In such cases, adults have a duty to pass the information on without delay to those with designated safeguarding responsibilities. See paragraph 18 below.

3.3. Confidential or personal information about a pupil or their family must never be disclosed to anyone other than on a need-to-know basis and advice should be sought prior to disclosure to ensure such disclosure is in accordance with the Data Protection Legislation and the School's Privacy Notices. In circumstances where the pupil's identity does not need to be disclosed the information should be used anonymously. The information must never be used to intimidate, humiliate, or embarrass the pupil. The information must never be used by anyone for their own or others advantage (including that of partners, friend's relatives or other organisations).

3.4. Confidential information about pupils must be held securely. Confidential information about pupils must not be held off the school site other than on security protected school equipment. The information must only be stored for the length of time necessary to discharge the task for which it is required. If a pupil or parent/carer makes a disclosure regarding abuse or neglect, the adult must follow the school's procedures and the guidance

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as set out in 'Keeping Children Safe in Education' DfE. Confidentiality must not be promised to the pupil or parent/carer, however, reassurance should be given that the information will be treated sensitively.

- 3.5. If an adult is in any doubt about the storage or sharing of information, they must seek guidance from the Designated Safeguarding Lead. Any media or legal enquiries must be passed to senior leaders.

4. Propriety, Behaviour and Appearance

- 4.1. All adults working with children have a responsibility to maintain public confidence in their ability to safeguard the welfare and best interests of pupils. They should adopt high standards of personal conduct in order to maintain the confidence and respect of their colleagues, pupils and the public in general. An adult's behaviour or actions, either in or out of the workplace, must not compromise their position within the work setting, or bring the Trust into disrepute. Non-exhaustive examples of unacceptable behaviour are contained in our disciplinary procedure/rules.

- 4.2. Adults are required to notify their School immediately of any allegation/s of misconduct that are of a safeguarding nature made against them (or implicating them), by a child or adult in relation to any outside work or interest (whether paid or unpaid) and, of any arrest or criminal charge whether child-related or not. Where employees fail to do so, this will be treated as a serious breach of this Code and dealt with under our disciplinary procedure.

- 4.3. Individuals should not:

- Behave in a manner that would lead any reasonable person to question their suitability to work with children or to act as an appropriate role model
- Make, or encourage others to make sexual remarks to, or about, a pupil
- Use inappropriate or offensive language to or in the presence of pupils
- Discuss their personal or sexual relationships with or in the presence of pupils
- Make, or encourage others to make, unprofessional personal comments that scapegoat, demean, discriminate or humiliate, or might be interpreted as such
- Behaving in an unsuitable way towards children may result in disqualification from childcare under the Childcare Act 2006, prohibition from teaching by the Teaching Regulation Agency (TRA), a bar from engaging in regulated activity, or action by another relevant regulatory

- 4.4. It is expected that all employees and volunteers will dress in a way that clearly reflects and is reciprocal of the standards of the School within its community and the wider Trust. All employees must have regard for health, safety and welfare at work, and dress to convey a sense of professionalism, authority and purpose.

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Students and pupils registered in Trust schools are expected to dress to a high standard, and the same is therefore expected of all employees. The Trust requires its employees to maintain an appropriate standard of dress and personal appearance at work and when representing the organisation on external business.

The purpose of the dress code is to establish basic guidelines on appropriate clothing and designed to enable DSAMAT to;

- Promote a positive, professional image
- Where possible, respect religious, racial and gender-specific clothing requirements and those of employees with disabilities
- Take account of health and safety requirements
- Help employees decide what clothing is appropriate for work

We expect employees to take a common sense approach to the dress code and whilst we celebrate the individuality of all our employees, there is still the need to be professional, clean and presentable. Any enquiries regarding the operation of our dress code should be made to the employee's line manager in the first instance. Clothes should provide sufficient cover so as not to risk offence to members of the community in which they work.

Employees should not wear casual, gym (unless required for teaching a PE lesson) or beachwear to work. Items of clothing or visible tattoos should not carry slogans, wording or images that might be offensive, be in contrast to the values of the Trust or cause damage to the reputation of the Trust. It is inappropriate to wear clothing such as cut-off shorts, crop tops, see through material or clothes that expose areas of the body ordinarily covered at work. Footwear should be appropriate to a busy environment. Flip flops or flimsy sandals are not deemed suitable on health and safety grounds.

Employees and volunteers must wear their ID lanyards at all times

Jewellery and accessories are acceptable, but must not be overly decorative or dangerous to children or others eg very long, sharp or likely to get caught in hair or clothing.

Employees and volunteers may wear religious and cultural dress including clerical collars, head scarves and turbans provided that such items do not breach the Code of Conduct or unreasonably compromise the health and safety of the wearer or any other person.

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On INSET days, and during school holidays for employees who work during these periods, the dress code may be relaxed. Employees present on site outside teaching time are permitted to wear the clothes that they feel best reflects the nature of the work to be completed, provided that no risk to health and safety is incurred.

- 4.5 Personal property of a sexually-explicit nature or property which might be regarded as promoting radicalisation or otherwise inappropriate such as books, magazines, CDs, DVDs or such material on any electronic media including links to such material must not be brought onto or stored on School premises or on any School equipment.
5. Sexual Contact with Children and Young People and Abuse of Trust
- 5.1 A relationship between an adult and a child or young person is not a relationship between equals; the adult has a position of trust, power or influence. There is potential for exploitation and harm of children or vulnerable young people and all adults have a responsibility to ensure that an unequal balance of power is not used for personal advantage or gratification. Adults must not use their position to gain access to information for their own advantage and/or a pupil's or family's detriment or use their power to intimidate, threaten, coerce, or undermine pupils. Adults must not use their status or position to form or promote relationships with children (whether current pupils or not), that are of a sexual nature, or which may become so.
- 5.2 Adults should maintain appropriate professional boundaries and avoid behaviour that might be misinterpreted by others. They should report any incident with this potential to a senior leader. This is as relevant in the online world as it is in the classroom; employees engaging with pupils and/or parents online have a responsibility to model safe practice at all times.
- 5.3 Any sexual behaviour or activity, by an adult with or towards a child/pupil or young person, is illegal. Children and young people are protected by the same laws as adults in relation to non-consensual sexual behaviour. They are additionally protected by specific legal provisions regardless of whether there is consent or not. Where a person aged 18 or over is in a specified position of trust with a child or young person under 18 years, the Sexual Offences Act 2003 makes it an offence for that person to engage in sexual activity with or in the presence of that child or to cause or incite that child to engage in or watch sexual activity.
- 5.4 Sexual behaviour includes non-contact activities, such as causing a child or young person to engage in or watch sexual activity or the production of indecent images of children. 'Working Together to Safeguard Children', Appendix A defines sexual abuse as "...forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening..."

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5.5 Adults must not have sexual relationships with pupils or have any form of communication with a child, which could be interpreted as sexually suggestive or provocative i.e., verbal comments, letters, notes, texts, electronic mail, phone calls, social networking contact or physical contact. The adult should not make sexual remarks to, or about, a child or discuss their own sexual relationships with or in the presence of pupils. Adults should take care that their language or conduct does not give rise to comments or speculations. Attitudes, demeanour and language all require care and thought.

5.6 There are occasions when adults embark on a course of behaviour known as 'grooming' where the sole purpose is to gain the trust of a child or young person and manipulate that relationship so that sexual abuse can take place. Adults should be aware that conferring special attention without good reason or favouring a pupil has the potential to be construed as being part of a 'grooming' process, which is a criminal offence.

6. Infatuations and Crushes

6.1 A child or young person may develop an infatuation with an adult who works with them. An adult, who becomes aware (may receive a report, overhear something, or otherwise notice any sign, no matter how small or seemingly insignificant) that a pupil has become or maybe becoming infatuated with them or a colleague, must report this without delay to the Headteacher or the most senior leader, so that appropriate action can be taken to avoid any hurt, distress, or embarrassment. The situation will be taken seriously, and the adult should be careful to ensure that no encouragement of any kind is given to the pupil. It should also be recognised that careless and insensitive reactions may provoke false accusations.

6.2 Examples of situations that must be reported are given below:

- Where an adult is concerned that they might be developing a relationship with a pupil which could have the potential to represent an abuse of trust
- Where an adult is concerned that a pupil is becoming attracted to them or that there is a developing attachment or dependency
- Where an adult is concerned that actions or words have been misunderstood or misconstrued by a pupil such that an abuse of trust might be wrongly suspected by others
- Where an adult is concerned about the apparent development of a relationship by another adult or receives information about such a relationship

7. Gifts, Rewards, Favouritism and Exclusion

7.1. It is against the law for public servants to take bribes. Adults need to take care that they do not accept any gift that might be construed by others as a bribe or lead the giver to expect preferential treatment. There are occasions when pupils or parents/carers wish to pass small tokens of appreciation to adults e.g., at Christmas or as a thank you and this is

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acceptable. However, it is unacceptable to receive gifts on a regular basis or of any significant value.

7.2. Personal gifts must not be regularly given to pupils or their families/carers although it is acknowledged that there may be occasions where staff may wish to give small token gifts to pupils, for example at the end of term which is acceptable. Outside of this, personal gifts could be misinterpreted as a gesture either to bribe or groom. It might be perceived that a 'favour' of some kind is expected in return. Any reward given to a pupil should be consistent with the school's behaviour management policies, recorded, and not based on favouritism.

7.3. Care should be taken when selecting children for specific activities, jobs, privileges and when pupils are excluded from an activity in order to avoid perceptions of favouritism or injustice. Methods of selection and exclusion should be subject to clear, fair, and agreed criteria.

8. Social Contact and Social Networking

8.1. Communication between pupils and adults, by whatever method, should take place within clear and explicit professional boundaries. This includes the wider use of technology such as mobile phones, tablets, text messages, emails, instant messages, websites, social media such as Facebook, Twitter, Instagram, chatrooms, forums, blogs, apps such as WhatsApp, gaming sites, digital cameras, videos, webcams, and other handheld devices. Adults should not share any personal information with pupils, and they should not request, or respond to, any personal information from the child/young person, other than that which might be appropriate as part of their professional role. They should ensure that all communications are transparent and avoid any communication that could be interpreted as 'grooming behaviour'.

8.2. Adults must not give their personal contact details such as home/mobile phone number; home or personal e-mail address or social networking details to pupils unless the need to do so is agreed upon in writing by the Headteacher. If, for example, a pupil attempts to locate an adult's personal contact details and attempts to contact or correspond with them, the adult should not respond and must report the matter to their line manager.

8.3. It is recommended that adults ensure that all possible privacy settings are activated to prevent pupils from making contact on personal profiles and to prevent pupils from accessing photo albums or other personal information which may appear on social networking sites.

8.4. Adults are personally responsible for what they communicate on social media and must bear in mind that what is published might be read by the Trust, pupils, parents and carers, the general public, future employers and friends and family for a long time. Adults must ensure that their online profiles are consistent with the professional image expected by the Trust and must not post material that damages the reputation of the Trust, or which causes concern about their suitability to work with children and young people. Those who post material that may be considered inappropriate could render themselves vulnerable

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to criticism or, in the case of an employee, allegations of misconduct that may be dealt with under the disciplinary procedure. Even where it is made clear that the writer's views on such topics do not represent those of the Trust, such comments are inappropriate.

8.5. Adults are advised not to have any online friendships with any young people under the age of 18 unless they are family members or close family friends. Adults are advised not to have online friendships with parents or carers of pupils or members of the Local Governing Boards/Trustees. Where such online friendships exist, adults must ensure appropriate professional boundaries are maintained.

8.6. It is acknowledged that adults may have genuine friendships and social contact with parents or carers of pupils, independent of the professional relationship. Adults should, however:

- Advise senior leaders of any regular social contact they have with a pupil or parent/carer
- Inform their Headteacher for school-based employees or Chief Operating Officer for central team employees of any requests or arrangements where parents/carers wish to use their services outside of the workplace e.g., babysitting, tutoring
- If a parent/carer seeks to establish social contact, or if this occurs coincidentally, the adult should exercise their professional judgment and should ensure that all communications are transparent and open to scrutiny

8.7. Some employees may, as part of their professional role, be required to support a parent or carer. If that person comes to depend upon the employee or seeks support outside of their professional role this should be discussed with senior leaders and, where necessary, referrals made to the appropriate support agency.

9. Physical Contact, Personal Privacy and Personal Care

9.1. There are occasions when it is entirely appropriate and proper for employees to have physical contact with pupils, but it is crucial that they only do so in ways appropriate to their professional role and in relation to the pupil's individual needs and any agreed care plan. When physical contact is made with pupils this should be in response to their needs at the time, of limited duration and appropriate given their age, stage of development, gender, ethnicity, culture, and background. Employees must use their professional judgement at all times. It is not possible to be specific about the appropriateness of each physical contact, since an action that is appropriate with one pupil in one set of circumstances may be inappropriate in another, or with a different pupil.

9.2. Physical contact should never be secretive, casual, or for the gratification of the adult, or represent a misuse of authority. Adults should never touch a pupil in a way that may be considered indecent. If an adult believes that an action could be misinterpreted, the incident and circumstances should be reported as soon as possible.

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- 9.3. Physical contact, which occurs regularly with a pupil or pupils, is likely to raise questions unless the justification for this is part of a formally agreed plan (for example in relation to pupils with SEN or physical disabilities). Any such contact should be the subject of an agreed and open School policy and subject to review. Where feasible, employees should seek the pupil's permission before initiating contact. Adults should listen, observe, and take note of the pupil's reaction or feelings and so far, as is possible, use a level of contact which is acceptable to the pupil for the minimum time necessary.
- 9.4. There may be occasions when a distressed pupil needs comfort and reassurance. This may include age-appropriate physical contact. Adults should remain self-aware at all times in order that their contact is not threatening, intrusive or subject to misinterpretation. Adults should always tell a colleague when and how they offered comfort to a distressed pupil.
- 9.5. Where an adult has a particular concern about the need to provide this type of care and reassurance, they should seek further advice from a senior leader.
- 9.6. Some employees, for example, those who teach PE or who provide music tuition will on occasions have to initiate physical contact with pupils in order to support a pupil so they can perform a task safely, to demonstrate the use of a particular piece of equipment/instrument or assist them with an exercise. This should be done with the pupil's agreement. Contact under these circumstances should be for the minimum time necessary to complete the activity and take place in a safe and open environment. Adults should remain sensitive to any discomfort expressed verbally or non-verbally by the pupil.
- 9.7. All parties should clearly understand from the outset what physical contact is necessary and appropriate in undertaking specific activities. Keeping parents/carers informed of the extent and nature of any physical contact may also prevent allegations of misconduct from arising. Any incidents of physical contact that cause concern or fall outside of these protocols and guidance should be reported to the senior leader and parent/carer.
- 9.8. Pupils are entitled to respect and privacy when changing clothes or taking a shower. However, there needs to be an appropriate level of supervision in order to safeguard pupils, satisfy health and safety considerations and ensure that bullying or teasing does not occur. This supervision should be appropriate to the needs and age of the pupils concerned and sensitive to the potential for embarrassment. Adults who are required as part of their role to attend changing rooms should announce their intention of entering any pupil changing rooms and only remain in the room where the pupil/s needs require this.
- 9.9. Employees with a job description that includes intimate care duties will have appropriate training and written guidance including a written care plan for any pupil who could be expected to require intimate care. Employees should adhere to the school's intimate care policy. No other adult should be involved in intimate care duties except in an emergency and any changes to the intimate care plan should be made in writing and without delay, even if the change in arrangements is temporary. A signed record should be kept of all intimate and personal care tasks undertaken and, where these have been carried out in

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another room, include times left and returned. Employees should not assist with personal or intimate care tasks that the pupil is able to undertake independently.

10. Behaviour Management and Physical Intervention

- 10.1. All pupils have a right to be treated with respect and dignity. Adults must not use any form of degrading treatment to punish a pupil. The use of sarcasm, demeaning or insensitive comments towards pupils is not acceptable in any situation. Deliberately intimidating pupils by shouting aggressively, hectoring or overbearing physical presence is not acceptable in any situation. Any sanctions or rewards used should be part of the behaviour management policy.
- 10.2. Employees should understand the importance of challenging inappropriate behaviours between peers, including peer on peer sexual violence and sexual harassment. Downplaying certain behaviours (e.g., dismissing sexual harassment as “just banter”) can lead to a culture of unacceptable behaviours, an unsafe environment for children and in worst case scenarios a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it. Where pupils display difficult or challenging behaviour, adults should follow the school’s behaviour management policy using strategies appropriate to the circumstance and situation.
- 10.3. Physical intervention can only be justified in exceptional circumstances. Non-statutory guidance is available from the Department of Education website. See ‘Use of reasonable force - advice for Headteachers, Staff and Governing Bodies’. Adults may legitimately intervene to prevent a pupil from committing a criminal offence, injuring themselves or others, causing damage to property, engaging in behaviour prejudicial to good order and maintaining good order and discipline. Adults should have regard for the health and safety of themselves and others. It is always unlawful to use force as a punishment. The use of unwarranted physical force is likely to constitute a criminal offence.
- 10.4. Where a pupil has specific needs in respect of particularly challenging behaviour, a positive handling plan, including a risk assessment, should be put in place and agreed upon by all parties. Where it is judged that a pupil’s behaviour presents a serious risk to themselves or others, a robust risk assessment that is regularly reviewed and a physical intervention plan, where relevant, must be put in place. All incidents and subsequent actions should be recorded and reported to a manager and the pupil’s parents/carers. Where it can be anticipated that physical intervention is likely to be required, a plan should be put in place that the pupil and parents/carers are aware of and have agreed to. Parental consent does not permit the use of unlawful physical intervention or deprive a pupil of their liberty.

11. First Aid and Medication

- 11.1. Employees should have regard to the statutory guidance ‘Supporting pupils at school with medical conditions’ DfE December 2015, which includes advice on managing medicines. All settings must have an adequate number of qualified first aiders/appointed persons. Employees must have had the appropriate training and achieved the necessary level of

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competency before administering first aid or medication or taking on the responsibility to support pupils with medical conditions. If an adult is concerned or uncertain about the amount or type of medication being given to a pupil this should be discussed with the Designated Safeguarding Lead.

- 11.2. Adults taking medication that may affect their ability to care for children should seek medical advice regarding their suitability to do so and should not work with pupils whilst taking medication unless medical advice confirms that they are able to do so. Adult medication on the premises must be securely stored out of the reach of children.

12. One to One Situations and Meetings with Pupils

- 12.1. One to one situations have the potential to make children/young persons more vulnerable to harm by those who seek to exploit their position of trust. Adults working in one-to-one settings with pupils may also be more vulnerable to unjust or unfounded allegations being made against them. Adults must recognise this possibility and plan and conduct such meetings accordingly. Every attempt should be made to ensure that the safety and security needs of both adults and pupils are met. Leaders should undertake a risk assessment in relation to the specific nature and implications of one-to-one work for each adult and pupil, which should be reviewed regularly. Where such a meeting is demonstrably unavoidable, it is advisable to avoid remote or secluded areas and to ensure that the door of the room is left open and/or visual/auditory contact with others is maintained. Where employees are expected to work on one to one with a pupil on a virtual platform, clear expectations should be set out for all those involved that are reflective of the settings safeguarding policies and procedures. Any arrangements should be reviewed on a regular basis.
- 12.2. Pre-arranged meetings with pupils away from the premises or on the school site when the school is not in session are not permitted unless written approval is obtained from their parent/carer and the Headteacher or another senior colleague with delegated authority.
- 12.3. No pupil should be in or invited into, the home of an adult who works with them unless they are family members or close family friends, in which case adults are advised to notify their line manager. Pupils must not be asked to assist adults with jobs or tasks at or in their private accommodation or for their personal benefit.
- 12.4. There are occasions during exam periods when timetables clash and arrangements need to be made to preserve the integrity of the examination process. In these circumstances, exam boards may allow candidates to take an exam the following morning, including Saturdays. The examination board requires the centre to determine a method of supervision on journeys to and from the centre and overnight, which ensures the candidate's wellbeing. This supervision may be undertaken by a parent/carer or, employees may be asked to volunteer to supervise pupils, which may with prior approval be in their own home.
- 12.5. Other than in an emergency, an adult must not enter a pupil's home if the parent/carer is absent. Always make detailed records including times of arrival and departure and ensure

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any behaviour or situation that gives rise to concern is discussed with a senior leader/Headteacher. A risk assessment should be undertaken, and appropriate risk management measures put in place prior to any planned home visit taking place. In the unlikely event that little or no information is available, home visits should not be made alone.

13. Transporting Pupils

- 13.1. In certain situations, e.g., out of school activities, adults may agree to transport pupils. Transport arrangements should be made in advance by a designated employee who will be responsible for planning and overseeing all transport arrangements and responding to any concerns that may arise. Wherever possible and practicable, transport should be provided other than in private vehicles, with at least one adult additional to the driver acting as an escort.
- 13.2. Adults should ensure that their behaviour is safe and that the transport arrangements and the vehicle meet all legal requirements. They must ensure that the vehicle is roadworthy and appropriately insured and that the maximum capacity is not exceeded. It is a legal requirement that all passengers wear seatbelts and the driver should ensure that they do so. The driver should be aware of the current legislation concerning the use of car seats for younger children where applicable. It is illegal to drive using hand-held phones or similar devices and the driver must ensure that they adhere to all driving regulations.
- 13.3. It is inappropriate for adults to offer lifts to a pupil, unless the need has been agreed with a Headteacher and, if this falls outside their normal working duties, has been agreed with parents/carers.
- 13.4. There may be occasions where a pupil requires transport in an emergency situation or where not to give a lift may place a pupil at risk. Such circumstances must always be recorded and reported to the Headteacher and parents/carers.

14. Educational Visits and School Clubs

- 14.1. Adults should take particular care when supervising pupils in the less formal atmosphere of an educational visit, particularly in a residential setting, or after-school activity. Adults remain in a position of trust and the same standards of conduct apply.

15. Curriculum

- 15.1. Some areas of the curriculum can include or raise a subject matter which is sexually explicit, of a political, cultural, religious or otherwise sensitive nature. Care should be taken to ensure that resource materials cannot be misinterpreted and clearly relate to the learning outcomes identified by the lesson plan. This plan should highlight particular areas of risk and sensitivity.
- 15.2. The curriculum can sometimes include or lead to an unplanned discussion about the subject matter of a sexually explicit, political, cultural, religious or otherwise sensitive

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nature. Responding to pupils' questions can require careful judgement and adults must take guidance in these circumstances from the Designated Safeguarding Lead. Adults must not enter into or encourage inappropriate discussion about sexual, political or religious activity or behaviour or, discussions that may offend or harm others. Adults should take care to protect children from the risk of radicalisation and should act in accordance with the advice given under Part 1 of Keeping Children Safe in Education DfE and accordingly must not express any prejudicial views or attempt to influence or impose their personal values, attitudes or beliefs on pupils.

16. Photography, Videos and other Creative Arts

- 16.1. Please refer to the Trust's guidance on e-safety, the use of images and the consent forms therein. Adults should have regard to the ICO CCTV code of practice and the guidance 'Taking Photographs in Schools'.
- 16.2. Many educational activities involve the taking or recording of images. This may be undertaken as part of the curriculum, extra school activities, for displays, publicity, to celebrate achievement or, to provide evidence of the activity. An image of a child is personal data, and it is, therefore, a requirement under Data Protection Legislation that explicit consent is obtained from the parent/carer of a child before any images are made such as those used for school websites, notice boards, productions or other purposes, unless an alternative legal justification for processing this data is applicable.
- 16.3. Adults need to be aware of the potential for such images to be taken and/or misused to create indecent images of children and/or for 'grooming' purposes. Careful consideration should be given as to how these activities are organised and undertaken. There should be an agreement as to whether the images will be destroyed or retained for further use, where these will be stored and who will have access to them.
- 16.4. Adults should remain sensitive to any pupil who appears uncomfortable and should recognise the potential for misinterpretation. It is also important to take into account the wishes of the child, remembering that some children do not wish to have their photographs taken.
- 16.5. Adults should only use equipment provided or authorised by the Trust or their school to make/take images and should not use personal equipment, mobile telephones or any other similar devices to make/take images.
- 16.6. The following guidance should be followed:
 - If a photograph is used, avoid naming the pupil
 - If the pupil is named, avoid using the photograph
 - Photographs/images must be securely stored and used only by those authorised to do so

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- Be clear about the purpose of the activity and about what will happen to the photographs/images when the lesson/activity is concluded
- Only retain images when there is a clear and agreed purpose for doing so
- Ensure that a senior colleague is aware that the photography/image equipment is being used and for what purpose
- Ensure that all photographs/images are available for scrutiny in order to screen for acceptability
- Be able to justify the photographs/images made
- Do not take images of pupils for personal use
- Only take images where the pupil consents to this
- Do not take photographs in one-to-one situations
- Do not display or distribute photographs/images of pupils unless there is consent to do so from the parent/carer
- Only publish images of pupils where they and their parent/carer have given explicit written consent to do so
- Do not take images of pupils in a state of undress or semi-undress
- Do not take images of pupils which could be considered indecent or sexual
- Do not take images of a child's injury, bruising or similar (e.g., following disclosure of abuse) even if requested by children's social care
- Do not make audio recordings of a child's disclosure

17. Use of technology for online/virtual teaching

17.1. Employees should use school devices and contact pupils only via the pupil school email address/log in. This ensures that the School's filtering and monitoring software is enabled.

17.2. In deciding whether to provide virtual or online learning for pupils, senior leaders will take into account issues such as accessibility within the family home, the mental health and wellbeing of children, including screen time, the potential for inappropriate behaviour by staff or pupils, staff access to the technology required, etc. Virtual lessons will be timetabled and senior staff, DSL and/or heads of department will be able to drop into any virtual lesson at any time – the online version of entering a classroom.

17.3. Employees engaging in online learning should display the same standards of dress and conduct that they would in the real world; they should also role model this to pupils and parents. The following points should be considered:-

17.3.1. think about the background; photos, artwork, identifying features, mirrors – ideally the backing should be nondescript

17.3.2. staff and pupils should be in living / communal areas – no bedrooms

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- 17.3.3. staff and pupils should be appropriately dressed
- 17.3.4. filters at a child's home may be set at a threshold which is different to the school
- 17.3.5. resources/videos must be age appropriate – the child may not have support immediately to hand at home if they feel distressed or anxious about content
- 17.4. It is the responsibility of the employee to act as a moderator; raise any issues of suitability (of dress, setting, behaviour) with the child and/or parent immediately and end the online interaction if necessary. Recording lessons does not prevent abuse. Employees will adhere to the school's policy on recording of online lessons. If an employee believes that a child or parent is recording the interaction, the lesson should be brought to an end or that child should be logged out immediately.
- 17.5. If an employee needs to contact a pupil or parent by phone and do not have access to a work phone, they should discuss this with a senior colleague and, if there is no alternative, always use 'caller withheld' to ensure the pupil/parent is not able to identify the staff member's personal contact details.
18. Unacceptable Use of ICT Facilities and Monitoring
- 18.1. This section should be read in conjunction with the Trust's ICT Acceptable Use policy. Posting, creating, accessing, transmitting, downloading, uploading or storing any of the following material (unless it is part of an authorised investigation) is likely to amount to gross misconduct and result (where the adult is employed) in summary dismissal (this list is not exhaustive):
- Pseudo-images of children (child abuse images), pornographic or sexually suggestive material or images of children or adults which may be construed as such in the circumstances (that is, writing, texting, pictures, films and video clips of a sexually explicit or arousing nature)
 - Any other type of offensive, obscene or discriminatory material, criminal material or material which is liable to cause distress or embarrassment to the Trust or others
- 18.2. If indecent images of children are discovered at the premises or on the school's equipment/devices, an immediate referral should be made to the school's designated Safeguarding Lead and Headteacher (unless they are implicated) and the external Designated Officer (DO) and, if relevant, the police contacted. The images/equipment should be secured, should not be used by others and should be isolated from the network. There should be no attempt to view, tamper with or delete the images as this could jeopardise any necessary criminal investigation. If the images are of children are known to the school, a referral should also be made to children's social care in accordance with local arrangements.
- 18.3. The contents of our ICT resources and communications systems are our property. Therefore, adults should have no expectation of privacy in any message, files, data, document, facsimile, telephone conversation, social media post, conversation or message,

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or any other kind of information or communications transmitted to, received or printed from, or stored or recorded on our electronic information and communications systems. We reserve the right to monitor, intercept and review, without prior notification or authorisation from adults. Usage of our IT resources and communications systems, including but not limited to telephone, e-mail, messaging, voicemail, CCTV, internet and social media postings and activities are monitored to ensure that our rules are being complied with and for the following purposes:

- To monitor whether the use of the e-mail system or the internet is legitimate and in accordance with this Code
- To assist in the investigation of alleged wrongful acts
- To comply with any legal obligation

18.4. Personal data will be stored in accordance with the Trust's Privacy Notices. We may store copies of data or communications for a period of time after they are created and may delete such copies from time to time without notice. If necessary, information may be handed to the police in connection with a criminal investigation.

18.5. Cyberbullying can be experienced by adults as well as pupils. Employees should refer to the Bullying and Harassment Policy if they are subject to cyber-bullying. The Trust will endeavour to protect adults and stop any inappropriate conduct.

19. Reporting Concerns and Recording Incidents

19.1. All adults must report concerns and incidents in accordance with the guidance set out in Keeping Children Safe in Education DfE. In the event of an allegation being made, or an incident being witnessed, the relevant information should be immediately recorded and reported to the Headteacher for school-based employees, Deputy CEO for central team employees or Designated Safeguarding Lead, as appropriate. If any concerns are raised via a third party, the Headteacher, Deputy CEO or Designated Safeguarding Lead should collect as much evidence as possible. Where low-level concerns are raised the Headteacher, Deputy CEO or Designated Safeguarding Lead should speak to the individual involved and any witnesses and consider the matter under the Disciplinary Procedure which may result in informal or formal action. An employee who fails to bring a matter of concern to the attention of senior management and/or the relevant agencies will be subject to disciplinary action.

19.2. In addition to behaviours outlined elsewhere in this Code and, the types of abuse and neglect set out in Keeping Children Safe in Education DfE, the following is a non-exhaustive list of some further behaviours which would be a cause for concern:

An adult who:

- Allows a pupil/young person to be treated badly; pretends not to know it is happening
- Gossips/shares information inappropriately

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- Demonstrates inappropriate discriminatory behaviour and/or uses inappropriate language
- Dresses in a way that is inappropriate for the job role
- Does not treat pupils fairly - demonstrates favouritism
- Demonstrates a lack of understanding about personal and professional boundaries
- Uses their position of trust to intimidate, threaten, coerce or undermine
- Appears to have an inappropriate social relationship with a pupil or pupils
- Appears to have special or different relationships with a pupil or pupils
- Seems to seek out unnecessary opportunities to be alone with a pupil

20. Personal Behaviour

20.1. Leaders should be clear on the Trust's values of Hope, Nurture, Equality, Respect and Collaboration. They will demonstrate them day-to-day and set expectations that employees reflect these values in their own behaviours. The Trust expects all employees to foster a collaborative environment.

20.2. All employees should fulfil their duties with integrity and respect. The Trust expects line managers to delegate duties to their team taking into account individuals' competencies and workload. The Trust expects employees to follow their line manager's instructions and complete their duties to the best of their ability and in a timely manner.

20.3. The Trust has a No Smoking policy. Please refer to the Trust's Health and Safety policy for further details.

20.4. Staff are responsible for ensuring that they do not work under the influence of alcohol or non-prescribed drugs.

20.5. Individuals who must take prescribed drugs that could affect their ability to work safely must have their work carefully risk assessed so should inform their line manager so that the relevant controls may be implemented to ensure that they are not a danger to themselves or to others.

20.6. Employees are encouraged to consider the content and tone of their emails before sending them. Helpful questions to consider asking ourselves before emailing include:

- Who is my audience? Who else might be able to see this?
- How might what I am saying appear to others? Could someone misinterpret what I am saying?
- Am I saying this from a place of anger? Am I being respectful?
- What am I saying about myself with these words?

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21. Personal Relationships at Work

The Trust recognises that in any organisation it is inevitable that some employees will be related to one another or develop a close personal relationship. Where there are close personal relationships, the potential for conflict between personal / family loyalty and work responsibilities, including abuse of power or more or less favourable treatment may arise.

The Trust does not take a wholly prohibitive approach to personal relationships at work as these relationships need not present a difficulty, however this section sets out the Trust's expectations concerning personal and professional boundaries at work and the management of personal relationships at work.

Employees must not allow a personal relationship with a colleague to influence their conduct at work, affect their professional judgement and confidential information must not be shared between colleagues in a relationship. Employees are expected to declare any existing or new personal relationships and failure to do so may be considered a serious breach of trust. By declaring any such relationship, employees with personal relationships at work are more able to protect themselves from potential criticism.

The below is not an exhaustive list but personal relationships may include:

- Family relationships e.g. brother, sister, daughter, son, mother, father and also being related by marriage or civil partnership e.g. brother-in law, sister-in-law, son-in-law, daughter-in-law, mother-in-law, father-in law, step children or parents etc
- Married partners, co-habiting partners and civil union partnerships
- Sexual/intimate relationships
- A close friend

Where personal relationships occur between employees, the employees concerned may need to withdraw from certain decisions or from undertaking certain roles, in order to protect themselves and the Trust from any possible criticism of unfair bias.

In order to avoid any actual or potential conflict of interest, abuse of power or favouritism, employees who are in a line management or supervisory role should not be involved in the appraisal, promotion or discipline of staff or any other management activity or process (such as authorising pay increases, signing of overtime or expense claims or approving time off) involving an employee with whom they have a personal relationship. Due to this, the Trust expects personal relationships involving direct line management to be avoided where possible.

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Job applicants including internal applicants are required to declare any relationships with employees on their application form. If an employee is involved in a recruitment and selection process and realises that there is an application from someone with whom they have a personal relationship, they must declare an interest to their line manager. Where it is not practical to remove a member of staff from the recruitment process, all panel members should be made aware of the personal relationship and every panel decision should be justified as fair and equitable, without bias or conflict of interest. The panel should not be chaired by the employee with the personal relationship with the applicant.

Where an employee does have line manager responsibility for another employee with whom they are in a close personal relationship, the Trust will look to change reporting arrangements in order to protect both parties. The Trust may also consider the transfer of one or both employees to another role in the Trust; this would be in consultation with both employees.

22. Monitoring and review

Headteachers are responsible for monitoring the implementation, use and effectiveness of this policy within their school and the Chief Operating Officer is responsible for monitoring the implementation, use and effectiveness of this policy for central team employees.